



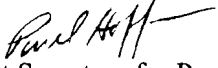
# United States Department of the Interior

OFFICE OF THE SECRETARY  
Washington, D.C. 20240

MAY 16 2007

Memorandum

To: Heads of Bureaus/Equivalent Offices

From: Paul Hoffman   
Deputy Assistant Secretary for Performance, Accountability, and  
Human Resources

Subject: Updating our Competitive Sourcing Green Plan

**Response by: June 29, 2007**

The Department of the Interior's Fiscal Year 2005-2008 Competitive Sourcing Green Plan approved by Office of Management and Budget in January 2005, projected that we would announce competitions involving approximately **1,500 full time equivalents** during FY 2008.

OMB's guidance regarding Green Plan preparation includes a provision allowing us to update the annual studies part of the Plan each August, giving us the flexibility to make changes based on the most current information available.

We realize that some of the competitions we initially scheduled may become management reviews and vice versa as a result of insights gained through preliminary planning. However, the Department's Green Plan was approved by OMB based on the overall level of commitment made by all of the bureaus/equivalent offices to support the President's Management Agenda. While substitutions based on sound business decisions and preliminary planning efforts are perfectly appropriate, we expect bureaus/equivalent offices to maintain at least a comparable level of competitive sourcing activity to honor the original commitment. One way to accomplish this is to consider new competitions based on skill gaps, numerous retirements, or new technology.

Please submit your updated plans for FY 2008 on the attached Table along with a transmittal memorandum containing any additional information you wish to provide. Carefully forecast when you plan to announce competitions as OMB monitors our progress on a quarterly basis. BIA, BLM, FWS and NPS should not include the number of FTE involved in wildland fire training and dispatch as part of your plans. We are in the process of conducting feasibility studies in both functional areas to determine whether competitive sourcing competitions will follow. These decisions will be made during FY 2008 and the plan modified accordingly. The number of the Department FTE involved in both functions is between 200-300.

After consultation with each bureau or office, we will submit a consolidated plan to OMB for approval. Once approved, the plan will be announced to employees, unions, and Congress.

Thank you for your assistance. If you have questions, please contact Donna Kalvels at (202) 219-0727.

Attachment

**DOI 2008 COMMERCIAL ACTIVITIES LIKELY TO BE ANNOUNCED FOR COMPETITION**

Bureau, Activity, Function Code & Location	# of FTE	Announcement Date (Quarter)	Type of Competition (Standard/ Streamlined)	Comments
	1,500			